

Minutes Tempe Merit System Board May 7, 2012

Minutes of the Tempe Merit System Board Meeting, held on Monday, May 7, 2012, 9:00 a.m., City of Tempe Human Resources Small Conference Room, 20 East 6th Street, Tempe, Arizona.

Board Members Present:

Penny Higginbottom, Chair (appeared via teleconference)
James P. Foley (appeared via teleconference)
Don Calender (appeared via teleconference)

City Staff Present:

Renie Broderick, Human Resources Director Jon O'Connor, Deputy Human Resources Director Susan Buck, HR Technician

Chair Penny Higginbottom called the meeting to order at 9:08 a.m. Roll call was taken and all Board Members identified themselves and responded as present via teleconference.

Agenda Item I – Motion to Adjourn to Executive Session, if necessary, pursuant to ARS 38-431.03 (A)(1), 38-431.03 (A)(2), 38-431.03 (A)(3) - Motion was not made.

Agenda Item II - Discussion of Proposed Revisions to the City of Tempe "Personnel Rules and Regulations" Renie Broderick gave background to the proposed rule change and explained that after the events of September 11, 2001, the City Manager and HR Director at that time signed a memo instituting supplemental military leave pay to be provided by the City of Tempe to employees out on military leave. Mr. Foley asked if this leave is separate from the state-required military leave. Ms. Broderick indicated the Personnel Rules & Regulations already reflect military leave/pay in accordance with the state statute; the rule revision under discussion is supplemental to the state requirement. While the use of this supplemental pay has waned over the last several years, there was a recent submittal for supplemental military pay that caused HR staff to review the policy and submit it to the City Attorney's Office for review. The City Attorney's Office rendered an opinion that the City could not continue to offer this supplemental pay without the approval of Council and an amendment to the Personnel Rules & Regulations. The issue was presented to City Council last week and they indicated approval to proceed with a rule change to continue to offer this benefit. Mr. Calendar asked if it includes those in the National Guard Reserve. Ms. Broderick responded that the benefits are intended for those in the National Guard or U.S. armed forces reserves and can continue for up to 24 months. Mr. Foley asked if the employee receives the same pay amount and if their benefits and seniority continue. Ms. Broderick indicated the City pays the difference between the military pay and the employee's City salary; employees are required to provide a copy of their military paystub as verification of that pay amount. The employee's benefits and seniority do continue; the City also continues to pay into the pension system on the employee's behalf (paying both the City's and employee's share). The Board had no other questions.

Agenda Item III – Motion and board Recommendation to the City Manager re: Revisions to the City of Tempe "Personnel Rules and Regulations" Chair Higginbottom requested a motion for the Board recommendation to the City Manager. Mr. Calendar moved to recommend approval of the proposed revisions to the Personnel Rules & Regulations; Mr. Foley seconded the motion. The motion passed unanimously on a voice vote 3-0.

Chair Higginbottom requested a motion to adjourn; Mr. Foley so moved; Mr. Calender seconded. Motion carried unanimously on a voice vote 3-0.

Meeting adjourned at 9:19 a.m.

Rénie Broderick, Merit System Board Secretary